High Sick Leave Consumption
Kentuckiana Works
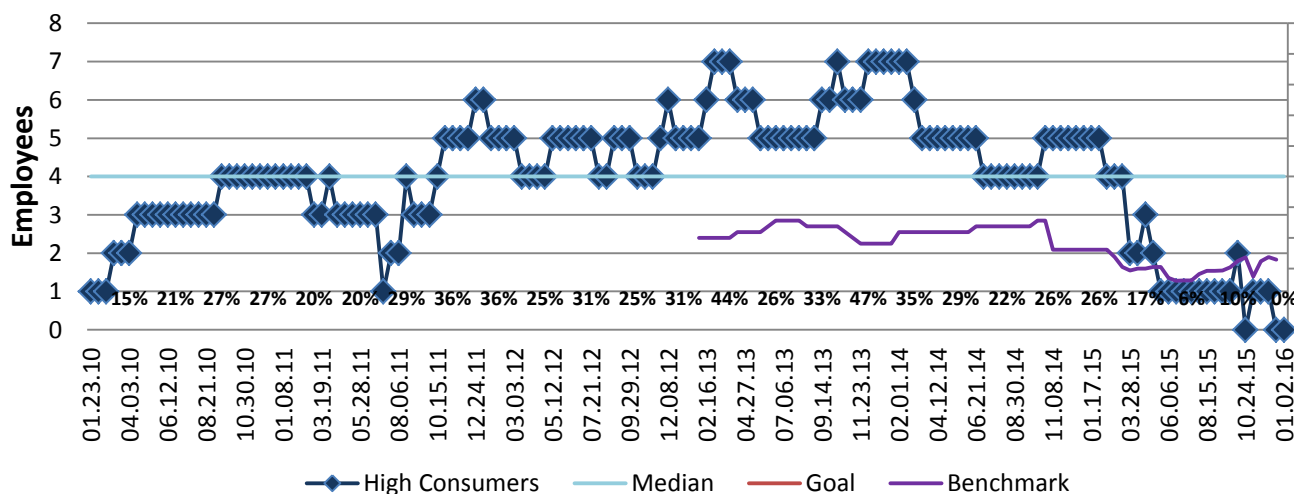
LouieStat

KPI Owner: Cindy Read | **Process:** Sick Leave Management

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: Calendar Year 2013 Avg 6 Employees **Goal:** Compared to a baseline of 6 employees, reduce the number of employees with high sick leave consumption to 3 in FY16 (July 2015-June 2016) **Benchmark:** 8.72% LMG Top Quartile 12/19/15	**Data Source:** Payable Time Peoplesoft **Goal Source:** Scope Summary **Benchmark Source:** Enterprise KPI Report	**Plan-Do-Check-Act Step 3:** Determine and quantify root causes **Measurement Method:** # of employees who used 9 or more out of 12 sick [1]days in a 12 month period; rate calculated by dividing by total employees **Why Measure:** Promote a culture in which sick time is used appropriately **Next Improvement Step:** Document root causes by person and determine what can be done to address the root causes

How Are We Doing?

01.05.14-01.02.16 Rolling 52wk Avg Goal	01.05.14-01.02.16 Rolling 52wk Avg		01.04.15-01.02.16 Goal	01.04.15-01.02.16 Actual	
3	**2**	🚦(green)	**3**	**0**	🚦(green)
Employees	Employees		Employees	Employees	

High Sick Leave Consumption

⬇ Good

Chart legend: High Consumers · Median · Goal · Benchmark

Percentage labels along x-axis: 15% 21% 27% 27% 20% 20% 29% 36% 36% 25% 31% 25% 31% 44% 26% 33% 47% 35% 29% 22% 26% 26% 17% 6% 10% 0%

X-axis dates: 01.23.10, 04.03.10, 06.12.10, 08.21.10, 10.30.10, 01.08.11, 03.19.11, 05.28.11, 08.06.11, 10.15.11, 12.24.11, 03.03.12, 05.12.12, 07.21.12, 09.29.12, 12.08.12, 02.16.13, 04.27.13, 07.06.13, 09.14.13, 11.23.13, 02.01.14, 04.12.14, 06.21.14, 08.30.14, 11.08.14, 01.17.15, 03.28.15, 06.06.15, 08.15.15, 10.24.15, 01.02.16

Root cause analysis is not necessary because there is no gap between the goal and current performance.